



**WORLD
RUGBY**

PLAYERS WELFARE SIX-POINT PLAN

CARE FOR PLAYERS & FORMER PLAYERS

- ENSURE THAT CURRENT PLAYERS HAVE THE HIGHEST STANDARDS OF CARE POSSIBLE
- PROVIDE FORMER PLAYERS WITH A TRUSTED ENVIRONMENT TO SUPPORT ANY MENTAL OR PHYSICAL HEALTH CHALLENGES

GAME DELIVERY LED BY EVIDENCE

- INVEST IN SCIENCE & RESEARCH TO EFFECTIVELY REGULATE AND DEVELOP THE GAME
- UTILISE EVIDENCE-BASED INTERVENTIONS IN LAWS, REGULATIONS AND CALIBRATION SESSIONS
- USE CUTTING EDGE TECHNOLOGY TO SUPPORT PLAYERS AND RAISE PERFORMANCE STANDARDS

EVOLUTION OF THE GAME THROUGH CONSULTATION, REGULATION & MONITORING

- ANALYSE THE GAME THROUGH 'SAFETY & SPECTACLE' METRICS
- DRIVE CHANGE THROUGH DEDICATED & SPECIFIC 'SHAPE OF THE GAME' MEETINGS, SPECIALIST WORKING GROUPS AND LAW TRIALS WHICH REFLECT THE DIVERSE FORMATS OF THE GAME
- DEVELOP A GLOBAL ANALYSIS PROGRAMME TO SUPPORT THE GAME
- IMPLEMENT LAWS AND REGULATIONS WHICH SAFEGUARD PLAYER WELFARE

WOMEN'S SPECIFIC INTERVENTIONS

- ENSURE EQUITABLE RESEARCH FUNDING BETWEEN THE MEN'S AND WOMEN'S GAME
- FILTER RESEARCH OUTCOMES VIA A DEDICATED WOMEN'S WELFARE GROUP
- PROMOTE WOMEN'S SPECIFIC INTERVENTIONS

EDUCATION & COMPLIANCE SUPPORT

- PROVIDE WORLD CLASS TRAINING & EDUCATION TOOLS TO SUPPORT RUGBY'S VARIED STAKEHOLDER GROUPS
- TRACK COMPLIANCE TO ENSURE INJURY PREVENTION & MANAGEMENT PROVISION IS APPROPRIATE
- MANAGE COMPLIANCE WITH WELFARE REQUIREMENTS

FOSTERING A CULTURE OF WELFARE WITHIN THE GAME

- CONSISTENTLY ENGAGE WITH STAKEHOLDERS VIA CONFERENCES AND REGULAR MEETINGS
- PROVIDE DEDICATED TOUCHPOINTS TO TEST THE IMPACT OF PLAYER WELFARE & RUGBY SERVICE INITIATIVES
- SUPPORT PHYSICAL & MENTAL HEALTH SERVICES FOR MATCH OFFICIALS
- USE THE BIGGEST PLATFORMS IN RUGBY TO FOSTER A CULTURE OF WELFARE FROM COMMUNITY TO ELITE RUGBY, ACROSS ALL FORMATS OF THE GAME





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SA, Independent



Dr. Sharron Flahive
AUS, IRP





Meeting	Action	Deadline	Owner	RAG Status
1: 15.11.2021	Agree ToR	15.11.2022	MH	
	Meet quarterly in 2022	Ongoing	MH	
	WPWWG acting as leaders & advocates for evidence-based approach	Ongoing	All	
	Develop a centralized resource hub	Ongoing	ASJ & RB	
2: 23.2.2022	Circulate minutes, presentations & action lists	Ongoing	MH/ DK	
	WPWWG to feed in any good contacts for AS to reach out to	3.2.2022	AS	
	Share thoughts on research priority matrix to MW within a week	3.2.2022	MW	
3: 25.5.2022				
4: 5.10.2022				
	Launch women's specific Tackle ready modules	Q3 2023	AS/ JP	
	WPW WG to provide short reports/ updates to Women's Advisory committee and Women's HP RYC	Ongoing	AC/ MH	
5: 31.7.23	Support mandating of IMG's	WXV initially	EF	
	More time for next meeting		MH	
6: 8.10.23	WPWWG to provide editorial support for Women's specific resources prior to publication		DS	

ACTIONS TRACKER – ONGOING 1

Meeting	Action	Deadline	Owner	RAG Status
1: 15.11.2021	Further research into concussion & age issues	Ongoing	AS/ RT	
2: 23.2.2022				
3: 25.5.2022	Circulate research matrix and seek further guidance		RT	
	Player mental health resources		RB/ MW/ NP	
4: 5.10.2022	Project accelerate and identification of which Unions to support	Ongoing	MW/ SH	
	Reach out to Comms team to establish strategy for player mental health resources			
5: 31.7.2023	Support Women's SoG recommendations	Ongoing	MH/ EF	
	Influence Sci-Comm priorities for Women's Rugby	Ongoing	AC	
6: 8.10.23	Organize symposium of women's collision sports		SH	
	Women's specific research questions for annual funding call		RT	
7: 21.10.24	WR to provide more support for parties with an interest in women's rugby research who to date have submitted poor quality plans		RT	
	WPWWG to review the women's health resources and provide feedback	Jan 25	DS	
	Liaise with legal re: specific women's safeguarding statement on WR site		AC	
	Consider the use of a sub-elite HIA in BWC warm-up matches	June 25	EE	

ACTIONS TRACKER – ONGOING 2

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ACTIONS TRACKER – ONGOING 1

Meeting	Action	Deadline	Owner	RAG Status
1: 15.11.2021	Further research into concussion & age issues	Ongoing	AS/ RT	
2: 23.2.2022				
3: 25.5.2022	Circulate research matrix and seek further guidance		RT	
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ihi
Research
Social Change
& Innovation



Performance Factor 2

Mental Health & Wellness

Features of sub-optimal mental wellness environments:

- Seeking help is seen as a weakness placing selection at risk.
- Psychologically unsafe.
- Financial, family, study, employment and living concerns impact mental wellness.
- Extended time away from loved ones with little or no contact.
- Feedback is non-specific or not provided. It either avoids uncomfortable conversations or is overly critical.
- Team culture and relationships are not prioritized.

When it doesn't...

(Lack of) “Mental health care and the sense of loneliness of appearing in 0 matches.”

“More sessions to help people deal with emotions.”

“Being growled at constantly with off field stuff which have led me to depression.”

“Family travel/career arrangements particularly for player mothers.”

“Being scared to make your voice heard.”

“Fear seeking help will affect their selection.”

Heather Lewis

Elite Athlete Lifestyle
Advisor

Principal, Heather
Naomi Lewis
Consultancy

Sport Program Lead.



St Mary's
University
Twickenham
London

Care	Omgee	Cuidado	Qarauna	Cuidado	Tausiga
Clarity	Duidelikheid	Claridad	Matata	Clareza	Manino
Communication	Kommunikasie	Comunicación	Veitaratara	Comunicação	Fesoota'iga
Culture	Kultuur	Cultura	iTovo Vakavanua	Cultura	Aganuu
Consistency	Wees konsekwent	Consistente	Tudei	Consistência	Faaauau Pea
Character	Karakter	Carácter	iTovo	Personagem	Uiga
Compassion	Deernis	Compasión	Yalololoma	Compaixão	Agaalofa

Tito Mafikuyomi
Undergraduate summer
research student
University of Calgary



WOMEN'S RUGBY PLAYERS HUB



Jessica Collombin
World Rugby
Women's Team
Projects Coordinator



TJ Va'a
International Rugby Players
Project Lead:
Women's Rugby Players Hub



MENTAL HEALTH: PREPARING FOR RWC 2025

WOMEN'S RUGBY PLAYERS HUB

Mental Health: Preparing for RWC 2025

This course is all about empowering you to be mentally well and positive throughout the highs and lows of RWC 2025.

With real stories from RWC participants and practical tips from experts, you'll discover how to be resilient, where to go for help, how to support your teammates, and how to keep your mind in top shape as you compete on the world stage. Your mental health matters – let's make sure it thrives.

If you'd like to learn more, download the resources on this page for more in-depth and practical tools for supporting your mental health in the context of RWC 2025.

- 1. Introduction to Mental Health and Wellbeing**
Download resource
- 2. Creating Safe Spaces**
Download resource
- 3. Signs and Indicators of Poor Mental Health**
Download resource

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Q4) Match each mental health challenge with its description

Facts	Click on the challenge description to match.
Feelings	Click on the challenge description to match.
Doing	Click on the challenge description to match.
Thinking	Click on the challenge description to match.
Mood	Click on the challenge description to match.

The Athlete's Voice

What Are Some Techniques You Use to Help Manage Your Emotions During Challenging Times?

To note: there will also be an adjusted version of this module for 7s and non-RWC 2025 players
'Mental Health: Preparing for Major Events'

How to access the Women's Rugby Players Hub

Option 1

Enter the URL on any device



<https://womensrugby.learnupon.com>

Option 2

Scan the QR code



Option 3

Download the LearnUpon app



- Download the 'LearnUpon' app from the App Store (iOS devices) or Google Play (Android devices).
- After downloading, open the app and enter **womensrugby**[.learnupon.com] as the portal name, then select 'Continue'.

Mental Health Workshops

Carol Isherwood



Mike Chu



TJ Va'a



Anne Grumelard





Jenn Cusick
Luminate Wellness



Toni Koshowski
Undergraduate
Research Student
UCalgary



PEER SUPPORT @ RWC25

WHO: Ex-internationals with lived experience and who have been in your boots. Trained in peer support skills and ready and AVAILABLE to talk to you.



WHAT: CONFIDENTIAL conversations for whatever you need to talk about
Common reasons to connect →

- Feeling homesick
- Dealing with injury
- Struggling with your mental health
- Navigating conflict with players/staff
- Questioning your identity beyond RWC
- Just need to talk to someone who “gets it”

WHERE: Watch your Peer Supporter’s video and contact them via WhatsApp. Your peer supporters will get back to you and plan a good time to talk.

WHY: Because sometimes it helps to talk to someone outside the team environment.

HOW: Your Managers & Medics have the contact info or send a message to: playerwelfare@worldrugby.org

WORLD RUGBY Online Protection Service



MEET THE TEAM



DOM RUMBLES

Chief Communications Officer
World Rugby



DORIAN GRIMAUD

Senior Communications
Manager
World Rugby



EMMA MARSHALL

Communications Manager,
Women
World Rugby



• **ALICE MACFARLANE**

• Communications Manager
• 2025 LOC



**WORLD
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